



GARESFIELD GOLF CLUB EQUALITY POLICY

Statement of Intent

Garesfield Golf Club (the Club) is committed to the equitable and fair treatment of all members, guests, visitors, volunteers and present and potential employees.

The Club will endeavour to ensure that every person regardless of age, disability, gender reassignment, marriage and civil, partnership, race, religion or belief, sex, sexual orientation, pregnancy and maternity (protected characteristics) has a genuine opportunity to participate to their full potential at all levels and roles within the Club.

Garesfield Golf Club aims to ensure that:

- The content and format of the Club's policies, procedures, competitions, regulations (where applicable) and assessments provides equality for all except where specific situations or conditions properly or reasonably prevent this (see Exemptions).
- All materials prepared, produced or distributed by, or on behalf of the Club will endeavour to promote a clear image of diversity within the Club.
- The Club will consider the use of appropriate action to tackle under-representation where it has been identified.

Responsibilities and implementation

- The Club's General Committee is responsible for ensuring the policy is followed, and for dealing with any allegations of breach.
- The Chairman is responsible for the implementation of the Equality Policy
- All volunteers have a responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy.
- The Equality Policy will be covered in the 'Welcome Pack' for new members.
- A copy of this document is available to all volunteers and members on the Club website.

Compliance

- This policy will be reviewed annually by the General Committee to ensure that the requirements of the Equality Act and the terms of this Policy are being adhered to.

Exemptions

- The Club reserves the right to limit competition to specific age, gender or disability groups where this is necessary to ensure equitable, safe and fair competition.
- The Club may take positive action in providing opportunities to increase the inclusion of people from under-represented groups.



Complaints

- The content of this policy applies to members, associate members, guests, visitors and service providers of the Club.
- Any complaint or grievance should be communicated to the Secretary. The Chairman and/or Secretary will decide how the complaint will be investigated and resolved.

Approved by the General Committee

Date: 25 April 2018

AMENDMENT RECORD

Date	Version no.	Amendment
25 April-18	1.1	Policy Reviewed